

Summary of LM School District's Settlement Offer to the LM Education Association

August 21, 2013

Below is a summary of the Line Mountain School District proposed revisions to the teachers' contract which expired June 30, 2012.

The **term of the agreement** shall be for **five (5) years** beginning on July 1, 2012 and will continue in full force and effect until June 30, 2017.

The professional employee's **minimum workday** shall consist of **seven (7) hours and forty-five (45) minutes**. *The previous workday was seven (7) hours and thirty (30) minutes.* **Employees would be required to be on site for a total of seven (7) hours and forty-five (45) minutes. During that time period they receive a thirty (30) minute lunch break and must receive an average of forty-six (46) minutes per day without students for planning time.** *Currently, middle / high school teachers have students an average of five hours and forty-three minutes (5:43) per day, and elementary teachers have students an average of five hours and twenty-five minutes (5:25) per day.*

The early retirement incentive expired in the previous contract.

Professional employees who receive a request from the District to **work beyond the normal work day shall be compensated at a rate of \$25 per hour**. *The previous rate was \$22 per hour.* They may be required to participate in a maximum of **four (4) evening meetings** without additional pay. *Previously three (3) evening meetings may be required.* Employees will be given not less than **ten (10) workdays notice**. *Previous notice was not less than thirty (30) days.* Other contractual language such as "**but not limited to**" and "**illness only**" were added.

The district proposed to **remove language from the Collective Bargaining Agreement that references the Extracurricular Salary Schedule**. It would be dealt with outside of the contract.

Professional Employees are paid based on a salary matrix with 17 steps. The steps represent years of teaching experience. A first year teacher begins on step one (1) and shall increase one (1) step per year until they reach step seventeen (17), which is the maximum step in the matrix. \$32,838 is step one (1) on the salary matrix for a first year teacher with a Bachelor's Degree. \$59,557 is step seventeen (17) on the salary matrix for anyone with at least seventeen (17) years of teaching experience and a Bachelor's Degree. **Even if the salary matrix is frozen each year, the average step movement raise for anyone not on step seventeen (17) is \$1,670.**

Additional raises are available on the matrix as additional credits are taken to farther their education. An **additional \$1,204 per year** is given to anyone who gets a Master's Degree. For every 15 credits earned beyond a Master's Degree up to 60 credits (A Doctorate Degree), they will receive an additional **\$940, \$941, \$940, and \$1,000 per year**. *The additional \$1,000 for a Doctorate Degree did not exist in the previous contract.* As an example, anyone with a Doctorate Degree will make \$5,025 more per year compared to someone with a Bachelor's Degree on the same step.

Based on the above mentioned salary matrix, the District proposed allowing Professional Employees step movement for each of the five (5) years of the contract. In addition to paying each employee their raise for moving a step, **the District also proposed making the following increases to every step on the salary matrix: \$0 in the first year, \$250 in the second year, \$350 in the third, \$450 in the fourth, and \$550 in the fifth.** The **average annual salary increase for anyone moving a step would be as follows: \$1,670 in the first year, \$1,920 in the second year, \$2,020 in the third year, \$2,120 in the fourth year, and \$2,220 in the fifth year.** The **starting salary** on the matrix over five years shall be **\$32,838 - \$33,088 - \$33,438 - \$33,888 - \$34,438**. The **top salary** on the matrix over five years shall be **\$63,582 - \$64,832 - \$65,182 - \$65,632 - \$66,182**.

Effective July 1, 2013 the **District agreed to add a Doctorate Degree column to the salary matrix**. Each step of the column shall be **\$1,000 higher** than the corresponding step on the Masters plus 45 credits column. **The Superintendent shall provide a current, updated list of all professional employees approved/denied credit reimbursement for the school year** when requested by the Association President. **Movement on the salary matrix shall be applied retroactive should receipt of supporting documentation be delayed by the university or college.** The **District proposed to give the Superintendent the right to approve a request for**

reimbursement of more than six (6) credits if in his/her determination the credits shall be a benefit to the educational needs of the District.

Beginning January 1, 2014 all employees shall be enrolled in the Highmark Health Savings Account \$2,500/\$5,000 Deductible Option for health insurance. On January 1, 2014 the District agrees to supply \$2,500 for single and \$5,000 for family into a Health Savings Account (HSA) for each enrolled employee. On January 1, 2015, 2016, 2017, the District will deposit \$1,700 into the employees HSA for single coverage and \$3,400 into the HSA for family coverage. Employees may obtain an additional \$500 into their accounts for participating in the Wellness program. Spouses of employees who also participate in the Wellness program, and the employee has Family coverage, may be eligible for an additional \$500 to be added to the employees HSA. The employees will have a \$500/\$1000 out of pocket limit in the current Prescription plan and will be based on co pays on prescriptions as follows: Generic - \$8, Brand - \$35, and Brand non Formulary - \$50.

During the term of this Agreement, members of the bargaining unit who are considered to be the insured on the Health Plan shall pay monthly contributions as follows:

Indemnity Plan	2012-2013	2013-2014
Individual Coverage	\$50	\$50
Parent/Child Coverage	\$100	\$100
Parent/Children Coverage	\$115	\$115
Two Person Coverage	\$115	\$115
Family Coverage	\$125	\$125

PPO	2012-2013	2013-2014
Individual Coverage	\$40	\$40
Parent/Child Coverage	\$80	\$80
Parent/Children Coverage	\$85	\$85
Two Person Coverage	\$85	\$85

Family Coverage	\$90	\$90
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Beginning January 1, 2014, employees shall pay the above monthly contributions or 8% of the premium whichever is smaller. Beginning July 1, 2014 all employees shall pay 8% of the premium spread out equally over the employees pay.

Full-time professional employees who begin the fiscal year waiving coverage but ultimately need to be put back on the coverage, will be compensated at a pro-rated rate.

Each employee receives 3 unrestricted personal days per year. The **days shall be cumulative to a maximum of five (5).** *The previous maximum was seven (7) days.* **All accumulated days above five (5) shall be accredited to the employee's sick leave total.** *Previously, any days accrued beyond seven (7) would be lost if they weren't used.*

Additional Information for Reference That Was Not Written in the Proposal

Professional employees are required to work one hundred and eighty-six **(186) days per year**, seven and a half **(7 ½) hours per day**. They receive three **(3) unrestricted personal leave days and ten (10) sick days** per year.

Of the seven and a half (7 ½) hours full time professional employees are on site, the District provides a thirty **(30) minute lunch break and an equivalent of not less than two hundred thirty (230) minutes for planning time per week.** "A planning period is that period of time during the work day when a member of the BARGAINING UNIT shall be released from instruction and/or student contact for the purposes of planning or preparing for instructional activities, performing any duties relating to the educational process such as parent conferencing, supervisory conferencing, faculty planning, etc., or attending to any school related matters which fall within the employees area of responsibility."

Currently a **Highmark Blue Shield Preferred Provider Organization plan (PPO) is offered** as an alternative to the indemnity plan. This plan incorporates 100%/80% coverage, a \$20 co pay, a \$50 emergency room co pay, a \$100/\$200 in-network deductible, with a \$1,000,000/person

lifetime maximum benefit. Prescription drug coverage is covered with either a co-payment or coinsurance when purchased through a network pharmacy and/or home delivery mail system. The managed vision care program is the Fashion Focus Gold Program. The United Concordia dental plan includes Major Services at 50% (\$500 maximum). **The current premium the District pays for major medical and dental for a family is \$17,622.54 per year.**

Full-time professional **employees who waive coverage** in the LINE MOUNTAIN SCHOOL DISTRICT Health Plan for an entire fiscal year (July 1 – June 30) can participate in a Cash Exchange Program. The participant will be **compensated \$2,500 each year** with one payment to be made in the July following the year waived.

The mandatory payment the District must pay to the State Retirement System (PSERS) for each employee has dramatically increased over the past three (3) years. The payment is based on a percentage of what each employee is paid. The rates were as follows: 2010-2011 **(5.64%)**, 2011-2012 **(8.65%)**, 2012-2013 **(12.36%)**, 2013-2014 **(16.93%)**. Although employees will not see the money until after they retire, the **District had to pay an additional 11.29% to the State for their retirement** compared to three (3) years ago. That means the District had to cover their raise each year plus the **3.76% average increase** in their PSERS contribution.

An employee at the top of the current salary matrix is being paid \$63,582. They are getting an additional \$10,764 paid into their retirement account, and if they have family health insurance, it is costing the District another \$16,542.54. **Therefore, the District is paying \$90,889 per year or \$489 for each day worked.** (Excludes social security, medicare, etc...)

For any questions, please call:

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